

MINUTES ADOPTED BY CITY COUNCIL

Greenville, NC
April 19, 2005

The Greenville City Council and Greenville Utilities Commission met in joint meeting on the above date at 6:00 PM in the Board Room of the Greenville Utilities Commission Building, with Mayor Parrott and Chairman Jenkins presiding. The following were present.

City Council Members

Mayor Robert D. Parrott
Mayor Pro-Tem Ric Miller
Council Member Mildred A. Council
Council Member Ray Craft
Council Member Pat Dunn
Council Member Rose H. Glover
Council Member Chip Little

Commission Members

Chairman Chris Jenkins
Vice Chairman Bryant Kittrell
Commissioner Wayne Bowers
Commissioner Lynn Evans
Commissioner Clifton Hickman
Commissioner Wayne Powell
Commissioner Faye Taylor
Commissioner Louis Zincone

CALL TO ORDER

Mayor Parrott called the City Council to order and ascertained that a quorum was present.

Chairman Jenkins called the Greenville Utilities Commissioners to order and ascertained that a quorum was present.

APPROVAL OF AGENDA

Motion was made by Council Member Dunn and seconded by Council Member Council to approve the agenda as presented. Motion carried unanimously.

Motion was made by Commissioner Zincone and seconded by Commissioner Taylor to approve the agenda as presented. Motion carried unanimously.

JOINT CITY/GREENVILLE UTILITIES COMMISSION PAY AND BENEFITS COMMITTEE RECOMMENDATIONS FOR FY 2005-2006 – APPROVED

Ms. Gerry Case, Human Resources Director for the City of Greenville, and Ms. Evonne Boyd, Human Resources Manager for Greenville Utilities Commission, stated that the Joint City/Greenville Utilities Commission Pay and Benefits Committee consists of Council Members Dunn and Glover and Commissioners Taylor and Brown. Staff assistance is provided by City Manager Wayne Bowers, Greenville Utilities Commission General Manager Ron Elks, City Human Resources Director Gerry Case and Greenville Utilities Commission's Human Resources Manager Evonne Boyd. The Committee unanimously developed the following recommendations for FY 2005-2006.

- Adjust the pay plan upward by 3.0% effective June 25, 2005
- Adjust salaries for full-time and designated part-time employees upward by 3.0% effective 6/25/05
- No change in the 1.5% merit pool
- Independently address the pay compression issue in a phased approach by allocating additional funding in the FY 2005-06 budget and in subsequent years (City)
- Develop a compensation plan which combines market and merit pay increases into a performance-based pay system for management personnel (General Manager and City Manager)
- Table until Fall 2005 the issue of a long-term disability insurance program for employees, particularly for those with less than five years of service, and review this in conjunction with the 2006 health insurance renewal

City Manager Wayne Bowers stated that this is the annual report from the Joint Greenville Utilities Commission/City Pay and Benefits Committee. There were very good discussions in the two meetings that the Committee held and the Committee brought back a unanimous recommendation to the policy boards. One of the recommendations deals with salary compression. The Committee discussed at length the pay compression concern addressed in the 2004 Pay Study Report. According to results presented at the Committee meetings this year, it appears that Greenville Utilities Commission has resolved the salary compression issues for its employees; however, it remains a complex issue for the City employees. The recommendation from the Committee is that the City set aside funds in the FY 2005-2006 budget to begin addressing their compression issue. If this recommendation is adopted, staff will include funds in the City's proposed budget for that purpose. Recommendations would come back to the City Council for appropriate action on the compression issue for City employees.

Greenville Utilities Commission General Manager Ron Elks stated that it has been a rigorous process with very good dialogue in the committee meetings. He agreed that the City needs to address compression; however, at this point in time, Greenville Utilities Commission does not have that issue. He added he was in support of either organization having the ability to address needs that may come up from time to time and he supported what the City Manager said in that regard.

Mayor Pro-Tem Miller suggested that the Committee review dependent coverage on health insurance and funding that is provided by Greenville Utilities Commission and the City.

Mayor Parrott stated that the insurance costs keep escalating and that it is going to continue to be a problem in the future.

Council Member Glover requested that staff review whether a minimum wage higher than the federal limit could be set for all employees to ensure they are earning a livable wage. She requested that this review also include contracted employees.

Motion was made by Council Member Dunn and seconded by Council Member Glover to approve the recommendations of the FY 2005-2006 City/Greenville Utilities Commission Pay and Benefits Committee and to request the City Manager to incorporate these within the FY 2005-2006 budget proposal. Motion carried unanimously.

Motion was made by Commissioner Taylor and seconded by Commissioner Powell to approve the recommendations of the FY 2005-2006 City/Greenville Utilities Commission Pay and Benefits Committee and to request the General Manager to incorporate these within the FY 2005-2006 budget proposal. Motion carried unanimously.

ADJOURN

There being no further business to discuss, motion was made by Council Member Dunn and seconded by Council Member Glover to adjourn the meeting at 6:20 p.m. Motion carried unanimously.

There being no further business to discuss, motion was made by Commissioner Taylor and seconded by Commissioner Power to adjourn the meeting at 6:20 p.m. Motion carried unanimously.

Respectfully submitted,

Wanda T. Elks, CMC
City Clerk